



## Skills for a Low Carbon Economy: **what next?**

***Skills for Green Jobs:  
Gearing up education and training for green growth***

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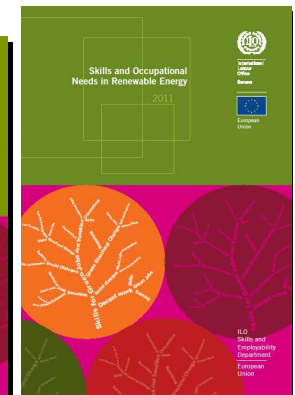
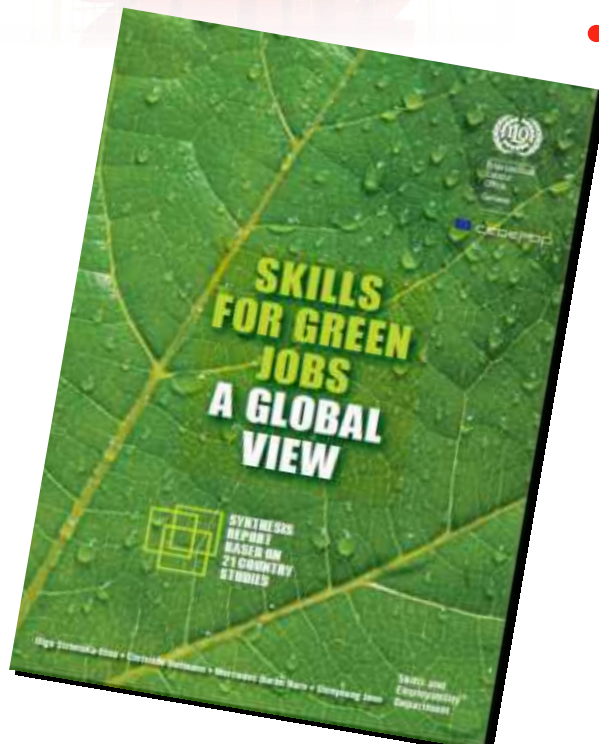


# Environmental degradation impacts the world of work



- ... matter as they
- sustain job creation
  - smooth transitions
  - act as driver in their own right

**ILO-EC Project: Early identification  
of skill needs for the low-carbon  
economy**

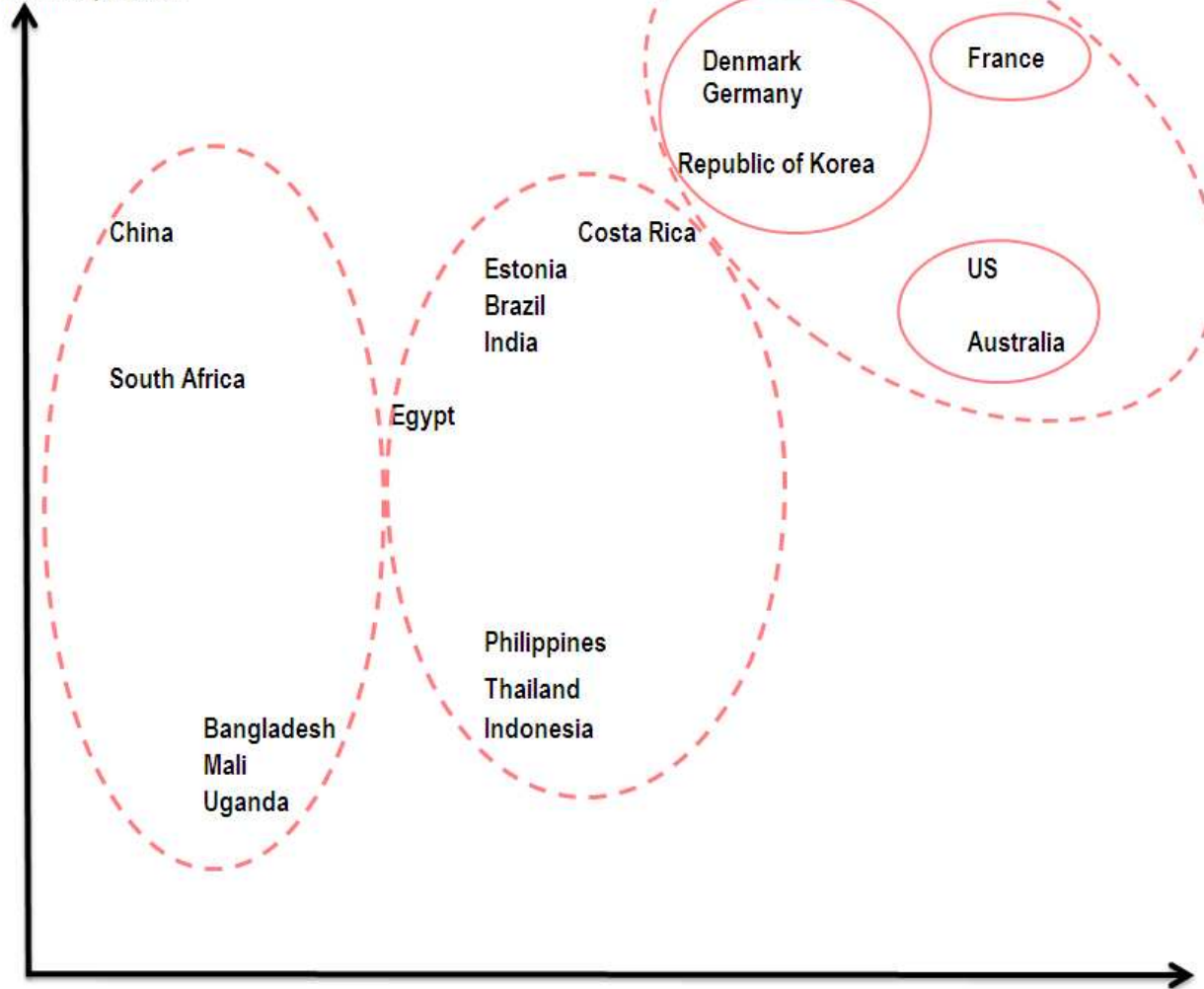


# Why skills provision lags behind

- Rapid developments in environmental goods and services sector
- Multiple drivers: changing consumer demand, technology, innovation and environmental degradation
- Strong impact of environmental policy on skill needs
- **BUT: Weak coordination between skills and environmental policy!**

# Coherence between skills and green policies

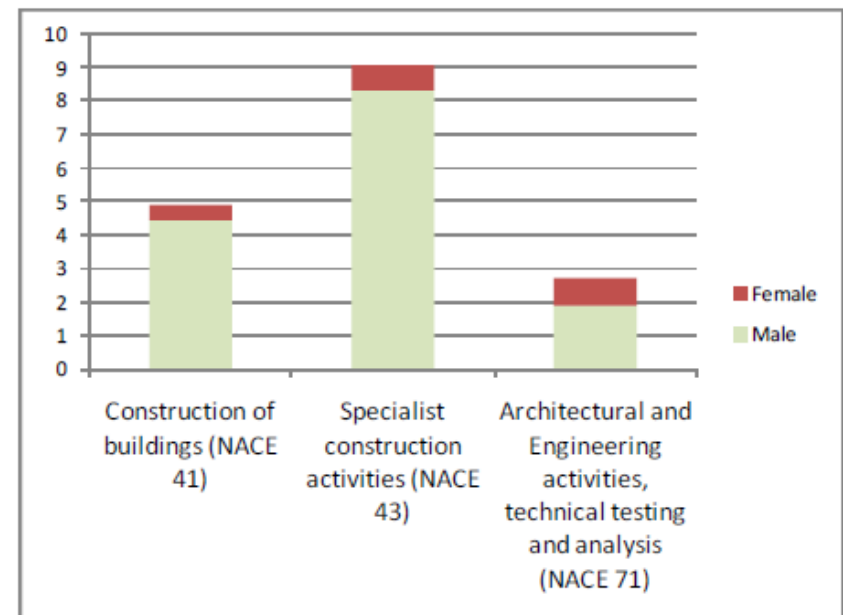
Sound  
environmental policies



Comprehensive skills  
policies for greening

# Changes in existing occupations outnumber new ones

- Many changes relate to knowledge about regulation and new technologies, some to new markets and demand
- Emerging occupations more often require higher level qualifications
- Changes in existing occupations happen more often at the low and medium-skill level
- Gender dimension



# Upgrade training provision – at all levels

Degree of skill change	Occupational change	Typical skills response	Examples
None	None or only quantitative	None or increased training in existing occupation	Bus driver in CNG driven buses; forester
Low	Changing occupation	On-the-job learning or short training courses	Welder in wind turbine production; Organic farmer
Medium	Changing or emerging occupation	Short courses or longer continuous training	Energy consultant in building; car mechanic for electric cars or CNG cars
High	Emerging occupation	Initial training, university degree or longer continuous training	Solar energy technician; eco-designer; biofuels technician

# Target disadvantaged groups

- Those who will get green jobs are not necessarily those who will have lost their jobs
- Retraining matters!
- Make green jobs accessible for all by providing skills for disadvantaged groups such as youth, people with disabilities, low-skilled etc.
- Build on existing skills sets
- Include green concerns in existing labour market instruments





# Focus on portable skills

- Strategic and leadership skills for policy-makers and business executives
- Adaptability and transferability skills,
- Willingness to learn about sustainable development;
- Co-ordination, management and business skills;
- Systems and risk analysis skills;
- Entrepreneurial skills;
- Innovation skills;
- Communication and marketing skills;
- Consulting skills to advise consumers;
- Networking, IT and language skills.



**Include environmental awareness in all types of training**



# **An effective skills response needs to ...**

- Combine top-down and bottom-up approaches: sectoral, regional or local solutions often more effective

## **... be coordinated ...**

- Inter-ministerial coordination, between training providers and enterprises or industry associations/ sector skills bodies

## **... identify skill needs and related training measures through social dialogue ...**

- LMI systems need to adapt
- Sectoral approaches are much sought

## **... and go hand-in-hand with employment generation measures.**



**Thank you  
for your  
attention**



The reports  
are available at:  
<http://www.ilo.org/skills/>